



Contents:

Flashback: 1967.....	2
Supporting SECC.....	2
Reentry Roundtable	3
Enhancing IT Service....	4
MDOC Receives Substance Abuse Grant.....	5
Honor Guard Banquet is December 2nd.....	5
Governor Touts Healthier Michigan	6
COST to Enhance Productivity	7
Parents Proud of Kids Military Service	7
People Make the Difference	8

TOM FINCO TO BECOME CFA DEPUTY DIRECTOR AS DEPUTY DIRECTOR STRAUB RETIRES

Current Special Assistant to the Director Tom Finco will become the Deputy Director of Correctional Facilities Administration (CFA), replacing Deputy Director Dennis Straub who officially retires September 30, 2011.



At a recent meeting, Finco addressed his new role, saying he is excited to work with CFA employees in both Central Office and at facilities throughout the state. He also said that he wants to continue working with the Field Operations Administration to ensure quality of-fender supervision from intake through discharge. Finco said some changes are coming, and some are already being implemented. They focus on cost-savings while ensuring staff, public, and offender safety.

Deputy Director Finco started in the field of criminal justice in 1972 as a Michigan State Police Trooper, serving at the Battle Creek and Gladwin posts. In 1979, he promoted to Detective Sergeant at the Jackson Post, and in 1986, he promoted to Detective Lieutenant at the Ypsilanti Post. He also served as First Lieutenant in charge of the Jonesville Post and then in the same position at the Jackson Post prior to his retirement from the Michigan State Police in 2000. He then became Director of the Blackman Township Office of Public Safety and served there until 2006, when he took the position of Undersheriff with the Jackson County Sheriff's Office. He served as Undersheriff until joining Director Heyns as the Special Assistant to the Director in June.

Finco has a Bachelor of Science Degree from Western Michigan University and has completed Northwestern University's prestigious Police School of Staff and Command. He and his wife Holly have three children.

The Department looks forward to Deputy Director Finco's leadership of CFA. He brings nearly 40 years of criminal justice experience and over 25 years of leadership and management experience to the position.



F.Y.I. is a publication of the Michigan Department of Corrections, Office of Public Information and Communications. Please submit articles through your supervisor to John Cordell at cordellj@michigan.gov

FLASHBACK: HELP WANTED 1967

This add was found in Belding's Flat River Emporium newspaper, June 15, 1967:

Immediate Need for Corrections Officers - Male Only. Salary range \$6055 - \$7015 annually. Civil Service Benefits. Must not be under 21 years of age. Must not be convicted of any offense resulting in being sentenced to jail confinement. Physical condition adequate for performance of work. A physical examination will be held immediately prior to appointment. Bring completed application for written test which will be given at the Michigan Reformatory, Ionia, on Friday, June 16, 1967 at 9:00 a.m. Applications for ex-

amination may be obtained from the Michigan Reformatory. An Equal Opportunity Employer.

Times have certainly changed since 1967. Written and physical tests are still part of the process - but both male and female applicants have been accepted for over 30 years. Salaries are higher than 44 years ago too; and new officers complete a corrections officer academy instead of being hired into a facility right off the street. There were four prisons in 1967. Today, there are 32 prisons with about 12,000 employees working inside them.

SUPPORTING SECC HELPS MICHIGAN CHARITIES

The 2011 State Employees Charitable Campaign (SECC) kicked off September 12, 2011 and runs through October 14, 2011. The SECC makes it easy for all of us to donate to the charitable causes that are meaningful to us. State employees--and MDOC employees in particular--are generous with their time and money even in tough economic times.

If you already contribute to the campaign, please consider increasing your pledge. If you don't currently participate, please take a look at the list of agencies you can choose from to support. You may find an organization that you already support. By completing an online payroll deduction form, you can save time, spread your donation out over a year, and reduce administrative costs for your charity. Even a single dollar per pay period will make a difference.

Volunteers are providing informational materials to all Department employees. To reduce costs, fewer printed material will be issued this year. Employees are encouraged to donate online at:

<http://www.michigan.gov/selfserv>

You can also call the MI HR Service Center at (877) 766-6447. Your facility/office volunteers are available to answer questions or direct you to someone who can help you. If your volunteer is unavailable, feel free to contact our Department coordinator, Sandy Feldpausch, at:

FeldpauschS@michigan.gov.

Please take time to learn more about the State Employees Charitable Campaign at <http://www.misecc.org>.



STATE EMPLOYEES CHARITABLE CAMPAIGN





REENTRY ROUNDTABLE

Reentry Roundtable is a continuing column that provides news, facts, and program successes within the prisoner reentry program.

KALAMAZOO COUNTY'S HOPE PROGRAM A GREAT SUCCESS

The Housing Opportunity Planning for Ex-offenders (HOPE) program rehabilitates distressed housing and constructs new housing for low- and moderate-income buyers. Key players in the program are Kalamazoo Prisoner Reentry, Home Builders Association of Greater Kalamazoo, Labor Ready, Michigan Works, Kalamazoo Land Bank and the city of Kalamazoo. The program employs ten trainees who were previously incarcerated. Antonio Mitchell, Prisoner Reentry acting community coordinator, and Tom Kennedy visited the site where 14 new homes are currently under construction to interview Greg. Greg, who was previously incarcerated, has worked 300 hours on the project.

Prior to Greg's incarceration, he had 30 years of experience building, but struggled with alcohol and was not doing professional work. When Greg was asked how he got involved with the HOPE project, he said, "I got involved with the HOPE project with the help of my parole officer, Leslie Wilson. I attended resume writing and skills assessment workshops at Michigan Works!. Then Labor Ready set me up with Durwood Custom Homes and later with Jim Roberts Construction, which is my current employer." Since Greg's parole, he has gained a lot of confidence in his building ability from the opportunity to be involved in the HOPE program.

With all the confidence that Greg has gained through the HOPE program, he continues to listen and learn while on the job every single day.

When asked what attitude he took to work each day, he responded with "humility" and "I'm working for one of the top builders in the area, and I learn something new every day. There are new materials, new tools, and new construction methods, and I'm learning it all. I do whatever they ask to the best of my ability. If they needed a garage cleaned or a driveway swept, I made a good job of it. When I showed them what I could do, they gave me more responsibility. Some guys can't wait until Friday, but I look forward to coming to work. I enjoy every day on the job." Greg is very friendly and considers himself a "people person." When he is at work, many of his coworkers know about his past and are very interested in his life story and about his prison experience.

Prisoner Reentry



Greg continues to work hard and stay motivated. He said, "I'm blessed with people who didn't give up on me. So many people have shown faith in me and given me encouragement and support. My wife and my family never gave up on me, and my sister's been there for me all of the way. I know they're all depending on me to do right, and I don't want to let any of them down. I'm happy for every day that I can be with my family and live my life like a normal person." The support from his family has went along way for Greg adapting back to the community, and he realizes that he has to have faith in himself to continue to do the right thing.

SUCCESS (Continued on page 4)

DTMB ENHANCES IT SUPPORT SERVICES

On September 7, 2011, the DTMB Client Service Center (CSC) implemented enhanced call center features and functionality enabling the DTMB CSC to provide agencies with an increased level of service. The goal is to resolve issues quickly and professionally on the first call.

Call Center

The CSC call center has an enhanced Interactive Voice Response (IVR) system which integrates with the existing Remedy system allowing the call center to process issues more efficiently.

The Remedy system is used by DTMB staff to track customer issues.

In order to expedite call processing, callers will need to provide their employee ID number which can be found on the back of the MDOC issued employee identification card. Some of the changes include:

- Intuitive menus to route callers to the appropriate agent quickly
- Automated State of Michigan network password resets

- Decreased hold times due to ability to deploy agents dynamically

Submitting a Help Request

“RequestIT” is a new web-based tool allowing users to submit a Remedy ticket and immediately receive a ticket number. Staff must utilize this method to submit requests to the Client Service Center instead of sending an e-mail. To submit a ticket with RequestIT, use the link <http://requestit.state.mi.us/RequestIT/>.



Use the link at:

<http://inside.michigan.gov/tech/Pages/default.aspx>

to check the status of a submitted ticket. Of course, staff may still call the CSC at (800) 968-2655 or (517) 241-9700.

Additional information on technology initiatives is located on the Inside Michigan website located at <http://inside.michigan.gov/tech/Pages/default.aspx>.

SUCCESS (Continued from page 3)

Greg (pictured at right) has come along way since his incarceration and the advice that he gives is, “spend your time with good, positive people, and see how they live. The so-called friends I had before prison have disappeared. If you have a hard time getting a job, volunteer. Do something that makes you feel good about yourself and makes you a part of the community.”

The article was written by Tom Kennedy and submitted by Antonio Mitchell, Kalamazoo’s Acting Community Coordinator.



MDOC RECEIVES GRANT FUNDING FOR SUBSTANCE ABUSE PROGRAMMING

Governor Rick Snyder announced recently that 37 criminal justice agencies will receive \$7 million in federal grants to strengthen anti-drug and crime fighting efforts in Michigan. The funding is made possible through the Edward Byrne Memorial Justice Assistance Grant (Byrne JAG) Program and the Residential Substance Abuse Treatment for state prisoners (RSAT) Program.

"Protecting Michigan citizens is a top priority and these grants will go a long way toward combating drug abuse and violence across the state," Snyder said. "This funding will help build stronger communities through increased drug enforcement, prevention and treatment efforts, as well as the implementation of innovative, evidence-based technology."

The Michigan Department of Corrections has been awarded RSAT funds in the amount of \$571,200 for Residential Substance Abuse Treatment.



The Michigan Department of Corrections will provide residential substance abuse treatment to state prisoners consistent with RSAT expectations. Residential level treatment services shall be provided for male offenders at the Cooper Street Correctional Facility located in Jackson, Michigan and for female offenders at the Women's Huron Valley Correctional Facility in Ypsilanti, Michigan.

HONOR GUARD FUND-RAISER IS DECEMBER 2



The Honor Guard is holding its annual fund-raising holiday celebration on Friday, December 2, 2011 at the Kellogg Hotel and Conference Center in East Lansing, MI. The dinner banquet and silent auction support unit operations with all proceeds going to the MDOC Honor Guard Fund. This fund allows the Honor Guard to provide donations to the families of fallen MDOC employees and law enforcement officers killed in the line of duty.

It also helps offset the cost of sending unit members to regional and national events honoring fallen officers. In 2009, the MDOC Honor guard was the only correctional honor guard unit to provide a color guard at the National Law Enforcement Officers' Memorial service at the United States Capitol. The unit also served at this event in 2008 and at a National event in Philadelphia in 2007. Earlier this year, the Honor Guard provided a honorary detail for a North Dakota corrections officer who was killed by a prisoner. The North Dakota Department of Corrections was so impressed with Michigan's Honor Guard, they developed their own unit based on Michigan's including the uniforms.

Without this fund-raiser, the Honor Guard will not be able to continue the level of service it currently provides, and it will be unable to garner the regional and national recognition it receives while representing the Michigan Department of Corrections. Please join the Honor Guard in celebrating their accomplishments over the past year and support the Honor Guard fund too! Cost is \$30 per person and all proceeds go to the MDOC Honor Guard Fund and are tax deductible. To RSVP and ensure a seat, contact Kathy Keiffer at keifferk@michigan.gov or 517-335-1385.

GOVERNOR STRIVES TO CREATE A HEALTHIER MICHIGAN

Governor Rick Snyder recently introduced an effort to get Michigan healthier. Wellness and economics are linked. For example, costs due to coronary heart disease (CHD), the most prevalent and preventable form of heart disease, exceed \$5.9 billion per year in Michigan. Treatment of heart disease accounts for 1 in every 6 health



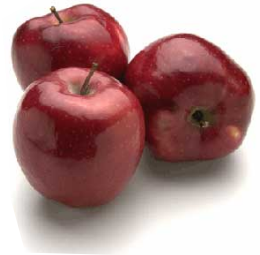
care dollars spent. But even modest improvements in wellness can significantly reduce our risk of CHD and similar chronic conditions. While economic considerations are certainly important, the real value of a healthy lifestyle is quality of life. The good news is that evidence-based practices have demonstrated that each of us can significantly improve our personal health by practicing four key healthy behaviors:

- maintain a healthy diet;
- engage in regular exercise;
- get an annual physical examination; and
- avoid all tobacco use.



In conjunction with these key healthy behaviors, we should all be aware of four key health measures that are closely tied to the incidence of chronic disease:

- body mass index (BMI);
- blood pressure;
- cholesterol level; and
- blood sugar level.



Taking personal responsibility to manage these measures can significantly increase life expectancy, avoid disability, and improve overall quality of life. Taken together, these four behaviors, and four measures, can be characterized as the Michigan 4x4 plan. If each of us practice the Michigan 4x4 plan, our lives will be fuller, our health costs dramatically reduced, and our ability to take advantage of all that is Michigan enhanced.

For more information on this initiative, visit:

<http://www.michigan.gov/snyder/0,4668,7-277--262254--,00.html>

You can also visit the Employee Service Program's health and wellness site at:

http://www.michigan.gov/ose/0,4656,7-143-6097_29351---,00.html



The MDOC Harvest Gathering Campaign is fast approaching....October 14 - 31, 2011. Help win the fight to feed Michigan's Hungry!

If you are interested in being a Facility/FOA Office coordinator, or being a Central Office committee member, please contact Wendy Hart at hartw2@michigan.gov or (517) 335-3077.

“COST” TO ENHANCE EFFICIENCY, IMPROVE QUALITY

The Supply Chain Transformation (SCT) project with which many of you are familiar with will go forward as the Corrections Operations & Services Transformation (COST). COST is a department-wide approach to reducing costs and enhancing efficiency while contributing to quality improvement in products and services. It aligns with Governor Snyder’s “value for the money” approach and goes hand in hand with our focus on the Department’s core mission. The COST Leadership Team will be led by incoming CFA Deputy Director Tom Finco, Deputy Director Randy Treacher (OSA) and Deputy Director Charles Sinclair (FOA).

This initiative entails a systematic and aggressive approach that leverages state-wide resources such as knowledge, skills, experience and other assets to reduce costs without compromising security, while improving asset utilization, identifying potential efficiencies and increasing job satisfaction.



The work ahead in support of this endeavor will be demanding but rewarding. Teams comprised of employees of varying classifications from different divisions and administrations will be empowered to analyze procedures and recommend improvements that will benefit not only the Department and the public, but the very employees who design and implement the improvements. Emerging leaders will help us to accelerate our success and remove obstacles that have impeded it.

Leadership and Steering Team members will be identified shortly. Questions and comments should be directed to Mike Green, Greenm9@michigan.gov, 517-335-1390, or to Dave Fenby, FenbyD@michigan.gov, 517-335-1385. They are serving as the COST Initiative Managers.

PARENTS PROUD OF SON’S AND DAUGHTER’S MILITARY COMMITMENT

Seaman 1st Class Elliot L. Craig-Bragg of the U.S. Navy Ceremonial Guard, Washington D.C. was in the company of President Barack Obama, retiring Secretary of Defense Robert Gates, incoming Secretary of Defense Leon Panetta and other dignitaries during the June 2011 Secretary of Defense Change of Command Ceremony. Elliot is the son of Stanley W. Bragg (Retired Army Provost Sergeant), the Grievance Coordinator at Women’s Huron Valley Correctional Facility. Stan and his wife Ellen also have a daughter, Airman 1st Class Erin Bragg, who is serving on active duty with the U.S. Air Force in North Carolina. Both parents are very proud of their children’s military commitment and were thrilled to see the prominent role played by their son Elliot during the ceremony.



Elliot is the “guide-on” for the marching formation, in the front row, just visible at the far right.

MPF EMPLOYEE'S DAUGHTER CROWNED MISS TEEN MICHIGAN



Casey Mutter, the daughter of Resident Unit Officer Mike Mutter of Pugsley Correctional Facility (MPF) has been crowned Miss Teen Michigan for 2011. Casey will now travel to Hollywood, California in November 2011 to compete for the title of National Miss Teen. Casey received a generous donation from the MPF Employee Club to help offset costs for this event. Casey finished in the top ten in the 2005 Miss Michigan Pre-Teen, was a second runner up in the 2006 Miss Michigan Pre-Teen, and was a first runner up in both the 2009 Miss Michigan Junior Teen and the 2010 Miss Michigan Teen competitions. Best of luck to Casey as she represents Michigan in the National Miss Teen Competition.



PROFESSIONAL EXCELLENCE AWARD FOR PUGSLEY CORRECTIONAL FACILITY HRD

On September 11, 2011 Human Resource Developer (HRD) Brian Murray of Pugsley Correctional Facility was presented with the Department's Professional Excellence Award by Correctional Facilities Administration Operations Administrator Ed Mize during the Adaptive Leadership Program at the State and Local Law Enforcement Training Symposium in Traverse City.



L to R: Brian Murray and Ed Mize

Brian was given the award for his involvement in developing a new tracking system that integrates the United States National Grid system and the Military Grid References system which he incorporated for use by Emergency Response Teams. Although the program remains under review by the Department for agency-wide implementation, it has been used by several local law enforcement agencies as well as the Michigan State Police based on its effectiveness, accuracy and ease of use.

Brian also spearheaded the collaboration between the Department, Grand Traverse County Sheriff and the U.S. Attorney's Offices and Homeland Security to bring the tuition free three-day State and Local Law Enforcement Training Symposium to the state.

Brian's involvement and implementation of new training along with his personal and professional integrity continues to be lauded by his peers, supervisors and community criminal justice professionals.

PEOPLE MAKE THE DIFFERENCE

